



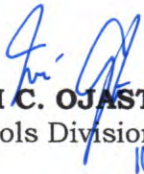
Republic of the Philippines
Department of Education
REGION VII – CENTRAL VISAYAS
SCHOOLS DIVISION OF NEGROS ORIENTAL

Office of the Schools Division Superintendent

DIVISION MEMORANDUM

SGOD-2023- 421

TO : **Mr. Arjie T. Palumpa, Principal- MMMHS, Siaton IV District**
Mr. Aldrin T. Yaeso, Tandayag ES, Amlan District

FROM :  **NERIC C. OJASTRO EdD, CESE**
Schools Division Superintendent
10/16/23

SUBJECT : **Conduct of Leveling Off with the Field on HRFOD Policies**

DATE : October 16, 2023

1. Please be informed of your attendance and participation during the **Conduct of Leveling Off with the Field on HROD Policies**, date and venue will be announced in a separate memorandum.
2. For details, pls see attached communication.
3. This memorandum serves as **Authority to Travel**.
4. For your guidance and compliance.

NCO/JMA-MKP-NLR/SGOD/REP/ims



17 OCT 2023



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 DepEd Tayo SDO Negros Oriental

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Republic of the Philippines
Department of Education
REGION VII - CENTRAL VISAYAS

Office of the Regional Director

09 OCT 2023

REGIONAL MEMORANDUM

No. **750**, s. 2023

CONDUCT OF LEVELING OFF WITH THE FIELD HROD

To: Schools Division Superintendents
Assistant Schools Division Superintendents
All Others Concerned

1. In line with **DM-OUHROD-2023-1383** from the Office of the Undersecretary for Human Resource and Organizational Development and Undersecretary for Operations, this Office through the Human Resource Development Division disseminates the **Conduct of Leveling Off with the Field on HROD Policies**.
2. For details, attached is the Communication.
3. For queries and inquiries, you may reach us at **0917-711-1697/0922-594-0279** and look for **Mr. Misael G. Borgonia**, Chief Education Supervisor, Human Resource Development Division.
4. For information and compliance.

SALUSTIANO T. JIMENEZ JD, EdD, CESO V
Director IV
Regional Director

STJ/FYA/HRDD/MGB/hdls



Doña M. Gaisano St., Sudlon, Lahug, Cebu City
Telephone Number: 639457623193 local 700

DepEd Tayo Region VII

region7.deped.gov.ph



Republika ng Pilipinas
Department of Education
OFFICE OF THE UNDERSECRETARY
HUMAN RESOURCE AND ORGANIZATIONAL DEVELOPMENT

MEMORANDUM
DM-OUHROD-2023-1383

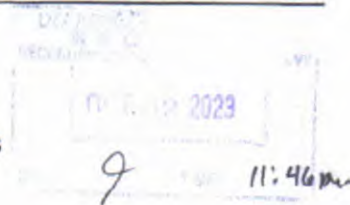
TO : **ALL REGIONAL DIRECTORS**
ALL SCHOOLS DIVISION SUPERINTENDENTS
ALL OTHERS CONCERNED

FROM : *[Signature]*
GLORIA JUMAMIL-MERCADO
Undersecretary for Human Resource and Organizational Development

[Signature]
ATTY. REVSEE A. ESCOBEDO
Undersecretary for Operations

SUBJECT : **CONDUCT OF LEVELING OFF WITH THE FIELD ON HROD POLICIES**

DATE : 22 September 2023



I. Rationale

The Human Resource and Organization Development (HROD) Strand of the Department of Education takes the lead in ensuring that holistic and integrated approaches/strategies are undertaken in the development of policies, plans, programs, guidelines, and standards on human resource management and organizational development for teaching and non-teaching personnel, including the monitoring and evaluation of their implementation with a view towards continuous improvement.

Under the HROD strand are the following offices:

1. Bureau of Human Resource and Organizational Development (BHROD)
2. National Educators Academy of the Philippines (NEAP)
3. Teacher Education Council Secretariat (TECS)

The HROD Strand is actively working together with the Operations (OPS) Strand that oversees the operations of all DepEd regions, ensuring that all concerns, requests, and other matters related to field operations are properly addressed.

With the main goal of ensuring teacher quality and teacher welfare, the HROD Strand, together with the OPS Strand, endeavors to conduct a series of **leveling off with the field on HROD policies**. The overall objective of this initiative is *to ensure that BHROD, NEAP, and TECS policies are cascaded to all governance levels, down to the lowest unit.*

II. Objectives and Target Participants (per level)

Level 1 [Meeting]

Lead: Undersecretary Gloria Jumamil-Mercado and Undersecretary Revsee A. Escobedo; Director Resty Osias of BHROD; Director Jennifer Lopez of NEAP; and Executive Director Runvi Manguerra of TECS

Target Participants: Regional Directors ✓

Duration: 1 day

Objectives

- To discuss specific HROD policies, updates, and concerns on policy implementation;
- Role clarification;
- Inclusion on Performance Management of regional directors; and
- Alignment of counterpart HR personnel in the field.

Level 1	Regional Directors and Assistant Regional Directors (in clusters)	Venue	Schedule
	Regions 10, 11, 12, and 13	Butuan	October 6, 2023
	Regions 4A, 4B, 5, and NCR	NCR	TBA
	Regions 6, 7, 8, and 9	RO VII	TBA
	Regions 1, 2, 3, and CAR	RO III	TBA

Level 2 [Workshop]

Lead: Undersecretary Gloria Jumamil-Mercado and Undersecretary Revsee A. Escobedo; HROD Strand Directors and Division Chiefs; Resource Persons and Consultants under the Education Futures Program and Futures Thinking Team of Senator Pia Cayetano

Target Participants: Schools Division Superintendents ✓

Duration: 2 days

Objectives

- To discuss specific HROD policies, updates, and concerns on policy implementation;
- To conduct confidence and team building of SDSs per region;
- To train SDSs on Education Futures Thinking; and
- To empower SDSs in taking an active role in the fulfillment of the MATATAG agenda through alignment of their commitments to the education agenda's key initiatives.

Level 2	Participants	Venue	Schedule	Program Design
	16 Regions (217 Schools Division Superintendents)	TBA	TBA	<p>DAY 1 AM: Group Dynamics Exercise PM: Discussion on HROD issues and concerns, including SF7 and Digital RQA</p> <p>DAY 2 AM: Workshop on Education Futures Thinking PM: Establishing the MATATAG Horizon</p>

Level 3 [Meeting]

Lead: Undersecretary Gloria Jumamil-Mercado and Undersecretary Revsee A. Escobedo; HROD Strand Directors

Target Participants: Selected Principal and Teacher/Employee Associations Recognized by DepEd ✓

Duration: 2 days

Objective

- To discuss specific HROD policies, updates, and concerns on policy implementation.

Level	Participants	Venue	Schedule
3	1st Day: Principal Associations Recognized by DepEd <ul style="list-style-type: none">• National Association of Public Secondary School Heads, Inc. (NAPSSSHI)• National Association of Public Secondary Schools of the Philippines, Inc. (NAPSSPHIL)• Philippine Elementary School Principals Association (PESPA)	TBA	TBA
	2nd Day: Teacher/Employee Associations Recognized by DepEd <ul style="list-style-type: none">• Teachers' Dignity Coalition (TDC)• DepEd National Employees' Union (NEU)	TBA	TBA

For more information and other concerns, please contact the **Office of the Undersecretary for Human Resource and Organizational Development** through telephone number (+632) 86318494 or through email at usec.hrod@deped.gov.ph.

Thank you very much.

Copy furnished:

**BHROD-OFFICE OF THE DIRECTOR
NEAP-OFFICE OF THE DIRECTOR
TEACHER EDUCATION COUNCIL SECRETARIAT**

[OUHROD/Lim]